



General Assembly

Substitute Bill No. 5649

February Session, 2006

* _____ HB05649LABGAE031506 _____ *

**AN ACT CONCERNING STATE EMPLOYEE DONATION OF
VACATION, SICK AND PERSONAL LEAVE AND CERTAIN
EMPLOYMENT ACCOMMODATIONS FOR MEMBERS OF THE
GENERAL ASSEMBLY.**

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (*Effective October 1, 2006*) (a) Any state employee,
2 regardless of such employee's job classification or membership in any
3 collective bargaining agreement, who has accrued vacation, sick or
4 personal leave under section 5-250 of the general statutes may donate
5 all or a portion of any such leave to any other state employee who has
6 (1) demonstrated to the satisfaction of the Commissioner of
7 Administrative Services a need for a leave of absence from work due to
8 illness, and (2) has insufficient accrued paid leave of his or her own for
9 the length of time anticipated for such leave of absence due to illness.
10 Any unused donated leave shall be reccredited to the donating
11 employee no later than thirty days after the receiving employee
12 returns to work or terminates from state service.

13 (b) The Commissioner of Administrative Services shall adopt
14 regulations, in accordance with the provisions of chapter 54 of the
15 general statutes, to implement the provisions of this section.

16 (c) Nothing in this section shall diminish the rights of any employee
17 under any collective bargaining agreement.

18 Sec. 2. Subsection (a) of section 2-3a of the general statutes is
 19 repealed and the following is substituted in lieu thereof (*Effective*
 20 *October 1, 2006*):

21 (a) No employer of twenty-five or more persons shall discriminate
 22 against, discipline or discharge any employee because such employee
 23 (1) is a candidate for the office of representative or senator in the
 24 General Assembly, (2) holds such office, (3) is a member-elect to such
 25 office, or (4) loses time from work in order to perform duties as such
 26 representative, senator or member-elect, provided the failure of such
 27 employer to pay wages or salaries for any such time lost shall not be
 28 considered a violation of this section. Such employee shall solely
 29 determine the activities which constitute duties as such representative,
 30 senator or member-elect, as applicable, as provided in this section. No
 31 employee under this section shall lose any seniority status which may
 32 have accrued to him. [and, where] Where the function of such
 33 employee is performed in work shifts, such employee shall be given a
 34 choice of shifts, provided such choice of shifts shall be given at a time
 35 that reasonably allows adjustment of the schedules of the employee
 36 and employer to accommodate both the duties of such employee as a
 37 representative, senator or member-elect and the proper functioning of
 38 the employer's operations, taking into account the timeframes within
 39 which meetings and hearings of the General Assembly are scheduled.
 40 During any regular legislative session, the employee shall not be
 41 required to choose a shift more than two weeks in advance of the time
 42 such shift is to be worked and, during any special legislative session,
 43 the employee shall not be required to choose a shift more than one
 44 week in advance of the time such shift is to be worked.

This act shall take effect as follows and shall amend the following sections:

Section 1	<i>October 1, 2006</i>	New section
Sec. 2	<i>October 1, 2006</i>	2-3a(a)

LAB

Joint Favorable Subst. C/R

GAE